



Where the world opens up

Staff Mental Health & Wellness Organizational Health Inc.

Learning Objectives:

- Begin an attitude shift that allows for greater understanding of the impact of mental health challenges among employees.
- Recognize what may be possible signs that an employee's mental health is deteriorating.
- Question their own and others' attitudes and assumptions about employees who are struggling with performance, and employees who have a mental illness. Define and recognize the impact of manager and co-worker attitude and response on the employee who is struggling. Consider employee behaviour from a needs perspective.
- Understand and apply the Mental Health Works approach to help employees find solutions to workplace issues. Mental Health Works is a nationally available program of the Canadian Mental Health Association (CMHA) that builds capacity within Canadian workplaces to effectively address the many issues related to mental health in the workplace
- Explore needs with an employee who is struggling. Identify and use collaborative strategizing to find solutions to workplace issues.
- Produce action items to break down barriers to effective accommodation in the workplace and increased success with return to work.
- Produce action items to address barriers to inclusion for employees who have a mental illness.
- Produce action items to improve psychological health and safety in the workplace.